

MEMORANDUM

TO: College Deans

FROM: Kenneth A. Jessell
Senior Vice President for Finance and Interim University Provost

RE: **DROP Provisions**

DATE: January 10, 2003

I am writing this memorandum in response to a recent discussion at Council of Deans in regard to re-employment and the Deferred Retirement Option Program (DROP). This is the current understanding of re-employment rights after DROP ends.

1. For 12 months after DROP ends, former employees cannot receive a monthly retirement benefit at the same time they are employed by an FRS-covered employer. For the first month, they must be off the payroll of all FRS employers to meet the definition of termination and avoid canceling their retirement and DROP participation.
2. There are exceptions to the post-retirement re-employment limitations. One exception is allowed for those employed in certain noncontractual, part-time positions with educational employers for up to 780 hours of employment during the 2nd-12th months after termination. This exception appears to apply to faculty interested in pursuing adjunct positions with the university after DROP ends, should their interests match program needs and college resources at the time.
3. Adjunct appointments are governed by the Systemwide Personnel Rules. An adjunct appointment must be paid from OPS and may not be for more than 50% of the time throughout an academic year. Adjuncts are hence generally restricted to teaching two courses per semester.
4. After the first 12 months following termination there are no restrictions on FRS employment. However, faculty should be strongly advised that re-employment at FAU as an instructor after this period should not be anticipated. Employment will only be approved by the Office of Academic Affairs when exceptional need can be documented and when established search procedures and position criteria have been met.

College Deans
January 10, 2003
Page 2

If you have any questions regarding these guidelines, please contact Dr. Diane Alperin, Associate Provost for Academic Personnel in my office.

Cc: Interim President Richard L. Osburn
Provost's Advisory Council
Ms. Marie Mascaro, Personnel Services